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# NSSE 2024 Topical Module Report

## Career & Workforce Preparation

### Montclair State University

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This module represents a collaboration between NSSE and Strada Education Network to assess how the college experience prepares students for their future. Questions address institutional contributions to students' career plans, influences on their goals, confidence in work-related skills, career exploration in the curriculum, and use of career resources and services.

Comparison group details are in the online Selected Comparison Groups report, linked in the Data & Reports table on the Institution Interface. A PDF copy is also saved in your report download folder.

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## First-Year Students

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Montclair State		Career Prep		Montclair State	Career Prep	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
<b>1. To what extent do the following apply to you?</b>										
a. You have a clear idea of your career plans	CWPidea	0	Not at all	7	3	1,183	3	<b>2.8</b>	2.7	.06
		1	Very little	25	9	3,567	9			
		2	Some	65	25	10,555	27			
		3	Quite a bit	86	33	13,166	34			
		4	Very much	78	30	10,209	26			
			Total	261	100	38,680	100			
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	2	1	492	1	<b>3.0</b>	2.9	.04
		1	Very little	15	6	1,782	5			
		2	Some	59	22	8,998	24			
		3	Quite a bit	93	38	14,895	38			
		4	Very much	92	34	12,424	31			
			Total	261	100	38,591	100			
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	7	2	1,387	4	<b>2.7</b>	2.7	.00
		1	Very little	25	10	3,880	10			
		2	Some	77	30	10,299	27			
		3	Quite a bit	84	32	12,876	34			
		4	Very much	67	26	10,160	26			
			Total	260	100	38,602	100			
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	4	2	722	2	<b>2.8</b>	2.7	.10
		1	Very little	12	4	2,863	8			
		2	Some	78	31	11,131	29			
		3	Quite a bit	99	37	14,787	38			
		4	Very much	67	27	9,036	23			
			Total	260	100	38,539	100			
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	21	9	3,624	9	<b>2.5</b>	2.3 *	.14
		1	Very little	26	10	5,456	14			
		2	Some	67	26	11,144	29			
		3	Quite a bit	85	33	11,086	29			
		4	Very much	59	23	7,202	18			
			Total	258	100	38,512	100			
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	59	23	8,515	23	<b>1.9</b>	1.8	.04
		1	Very little	39	16	7,192	18			
		2	Some	64	24	9,463	25			
		3	Quite a bit	66	25	7,663	20			
		4	Very much	31	13	5,669	14			
			Total	259	100	38,502	100			
<b>2. To what extent have the following influenced your career plans?</b>										
a. Advice from family or friends	CWPfamily	0	Not at all	14	5	2,052	6	<b>2.5</b>	2.5	-.06
		1	Very little	36	14	4,301	11			
		2	Some	76	31	10,897	28			
		3	Quite a bit	71	26	11,975	31			
		4	Very much	56	22	8,794	22			
		—	Not applicable	6	2	506	2			
			Total	259	100	38,525	100			

## First-Year Students

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				Montclair State		Career Prep		Montclair State	Career Prep	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
b. Interactions with a faculty member	CWPinterfac	0	Not at all	39	15	6,400	17	<b>1.9</b>	1.8	.06
		1	Very little	46	18	7,720	20			
		2	Some	81	33	11,357	30			
		3	Quite a bit	49	17	7,077	18			
		4	Very much	25	10	3,680	9			
		—	Not applicable	18	7	2,242	6			
		Total		258	100	38,476	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradv	0	Not at all	40	15	7,315	19	<b>1.9</b>	1.7 *	.15 △
		1	Very little	44	17	7,936	21			
		2	Some	83	33	10,189	27			
		3	Quite a bit	42	15	6,431	17			
		4	Very much	32	13	3,528	9			
		—	Not applicable	16	6	3,087	8			
		Total		257	100	38,486	100			
d. Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.)	CWPcocurr	0	Not at all	80	30	9,540	25	<b>1.3</b>	1.5 *	-.15 ▽
		1	Very little	48	19	6,855	18			
		2	Some	41	17	8,151	21			
		3	Quite a bit	25	10	5,241	14			
		4	Very much	19	8	3,075	8			
		—	Not applicable	43	16	5,615	15			
		Total		256	100	38,477	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	66	25	8,626	23	<b>1.4</b>	1.6 *	-.15 ▽
		1	Very little	46	18	4,932	13			
		2	Some	36	14	6,280	16			
		3	Quite a bit	18	7	4,631	12			
		4	Very much	18	8	3,034	8			
		—	Not applicable	72	28	10,913	29			
		Total		256	100	38,416	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	51	20	7,348	19	<b>1.9</b>	1.9	.01
		1	Very little	38	15	5,377	14			
		2	Some	49	20	8,224	21			
		3	Quite a bit	47	18	6,468	16			
		4	Very much	34	14	4,987	13			
		—	Not applicable	38	15	6,038	16			
		Total		257	100	38,442	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	60	23	8,574	23	<b>1.5</b>	1.6	-.05
		1	Very little	44	17	7,074	18			
		2	Some	61	24	9,042	23			
		3	Quite a bit	31	11	5,011	13			
		4	Very much	14	6	2,583	7			
		—	Not applicable	48	19	6,128	16			
		Total		258	100	38,412	100			

### First-Year Students

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Montclair State		Career Prep		Montclair State	Career Prep	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
h. Expected job salary and availability	CWPjobsalary	0	Not at all	30	11	3,792	<b>2.3</b>	2.3	-.06	
		1	Very little	31	12	4,550				
		2	Some	74	30	10,800				
		3	Quite a bit	65	25	10,596				
		4	Very much	44	17	6,631				
		—	Not applicable	12	5	2,062				
Total				256	100	38,431	100			
i. Fit for your interests and abilities	CWPability	0	Not at all	4	2	787	<b>3.0</b>	3.0	-.04	
		1	Very little	16	6	1,589				
		2	Some	51	21	6,967				
		3	Quite a bit	87	32	13,569				
		4	Very much	94	37	14,821				
		—	Not applicable	4	2	676				
Total				256	100	38,409	100			
j. Desire to impact or support my community	CWPimpact	0	Not at all	15	6	1,528	<b>2.6</b>	2.8 *	-.16 ▽	
		1	Very little	29	12	2,775				
		2	Some	54	22	9,026				
		3	Quite a bit	77	29	11,355				
		4	Very much	70	27	12,851				
		—	Not applicable	10	4	860				
Total				255	100	38,395	100			
k. Desire to make a difference in broader society	CWP society	0	Not at all	15	7	1,571	<b>2.7</b>	2.8	-.08	
		1	Very little	22	9	2,957				
		2	Some	54	21	9,066				
		3	Quite a bit	79	31	10,875				
		4	Very much	76	29	13,020				
		—	Not applicable	7	3	949				
Total				253	100	38,438	100			
<b>3. How much confidence do you have in your ability to do the following?</b>										
a. Overcome obstacles in finding and using career-related resources at your institution	CWPobstacle	0	Not at all	9	4	847	<b>2.5</b>	2.7	-.12	
		1	Very little	27	12	3,166				
		2	Some	79	31	12,162				
		3	Quite a bit	87	34	13,520				
		4	Very much	50	19	8,084				
		—	Not applicable	2	1	539				
Total				254	100	38,318	100			
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWP habits	0	Not at all	6	2	566	<b>2.7</b>	2.9 **	-.20 ▽	
		1	Very little	24	10	2,166				
		2	Some	62	24	8,775				
		3	Quite a bit	99	39	14,500				
		4	Very much	61	23	11,974				
		—	Not applicable	1	0	317				
Total				253	100	38,298	100			

\*p<.05, \*\*p<.01, \*\*\*p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

## First-Year Students

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Montclair State		Career Prep		Montclair State	Career Prep	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
c. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	33	13	3,178	2.1	2.2	-.08	
		1	Very little	39	15	7,293				
		2	Some	87	35	12,531				
		3	Quite a bit	58	22	8,577				
		4	Very much	30	12	5,523				
		—	Not applicable	7	3	1,154				
		Total		254	100	38,256				100
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	21	9	1,224	2.4	2.6 *	-.15	
		1	Very little	24	9	3,870				
		2	Some	73	29	11,961				
		3	Quite a bit	83	33	12,641				
		4	Very much	44	17	7,906				
		—	Not applicable	6	2	649				
		Total		251	100	38,251				100
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	16	6	1,304	2.5	2.6	-.10	
		1	Very little	29	11	3,975				
		2	Some	82	32	11,828				
		3	Quite a bit	73	30	12,254				
		4	Very much	49	20	7,988				
		—	Not applicable	4	1	874				
		Total		253	100	38,223				100
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	5	2	443	3.0	3.2 *	-.14	
		1	Very little	14	7	1,293				
		2	Some	49	19	6,033				
		3	Quite a bit	76	30	12,860				
		4	Very much	107	42	17,170				
		—	Not applicable	0	0	422				
		Total		251	100	38,221				100
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	17	7	802	2.6	2.8 **	-.20	
		1	Very little	19	8	2,299				
		2	Some	65	26	9,923				
		3	Quite a bit	79	30	13,379				
		4	Very much	68	27	11,209				
		—	Not applicable	5	2	635				
		Total		253	100	38,247				100
<b>4. In your courses at this institution, about how often have you done the following?</b>										
a. Analyzed a case, scenario, or simulation of a real-life situation	CWPanalyze	1	Never	35	14	3,161	2.5	2.7 ***	-.23	
		2	Sometimes	87	36	11,789				
		3	Often	86	32	14,452				
		4	Very often	46	18	8,811				
		Total		254	100	38,213				100
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	63	26	8,747	2.4	2.4	.01	
		2	Sometimes	67	26	12,386				
		3	Often	81	31	10,813				
		4	Very often	43	17	6,169				
		Total		254	100	38,115				100

\*p<.05, \*\*p<.01, \*\*\*p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

## First-Year Students

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Montclair State		Career Prep		Montclair State	Career Prep	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	50	19	7,301	19	<b>2.5</b>	2.4	.03
		2	Sometimes	81	32	12,843	34			
		3	Often	78	31	11,574	30			
		4	Very often	45	18	6,395	16			
		Total		254	100	38,113	100			
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	89	34	15,987	42	<b>2.1</b>	2.0	.07
		2	Sometimes	83	33	9,898	26			
		3	Often	51	21	7,710	20			
		4	Very often	30	12	4,501	12			
		Total		253	100	38,096	100			
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	40	17	4,700	13	<b>2.5</b>	2.6	-.10
		2	Sometimes	90	36	13,291	35			
		3	Often	78	30	13,132	34			
		4	Very often	45	17	7,027	18			
		Total		253	100	38,150	100			
<b>5. Which of the following have you done or do you plan to do at this institution before you graduate (whether in person or online)?<sup>j</sup></b>										
a. Take a career exploration, planning, or development course	CWPcourse	Have not decided		55	22	9,335	24	<b>10%</b>	12%	-.08
		Do not plan to do		34	14	6,905	18			
		Plan to do		136	54	17,214	46			
		Done or in progress		25	10	4,624	12			
		Total		250	100	38,078	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWPprofile	Have not decided		41	16	6,729	18	<b>20%</b>	19%	.03
		Do not plan to do		32	13	5,796	15			
		Plan to do		128	51	18,175	48			
		Done or in progress		50	20	7,309	19			
		Total		251	100	38,009	100			
c. Attend a talk, panel discussion, or workshop about careers	CWPtalk	Have not decided		52	20	7,171	19	<b>12%</b>	16% *	-.14
		Do not plan to do		35	14	5,150	14			
		Plan to do		136	54	19,305	51			
		Done or in progress		29	12	6,405	16			
		Total		252	100	38,031	100			
d. Discuss your career interests with a faculty member	CWPfaculty	Have not decided		35	13	5,152	14	<b>26%</b>	25%	.02
		Do not plan to do		25	11	3,024	9			
		Plan to do		125	50	19,985	52			
		Done or in progress		66	26	9,858	25			
		Total		251	100	38,019	100			
e. Interview or shadow someone in a career that you are considering	CWPinterview	Have not decided		50	19	6,189	17	<b>8%</b>	12% **	-.15
		Do not plan to do		24	10	2,575	7			
		Plan to do		158	63	24,494	64			
		Done or in progress		18	8	4,750	12			
		Total		250	100	38,008	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWPmajor	Have not decided		68	27	8,749	23	<b>12%</b>	15%	-.10
		Do not plan to do		30	13	3,899	10			
		Plan to do		123	48	19,569	52			
		Done or in progress		30	12	5,769	15			
		Total		251	100	37,986	100			

\*p<.05, \*\*p<.01, \*\*\*p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

## First-Year Students

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>			
				Montclair State		Career Prep		Montclair State	Career Prep	Effect size <sup>d</sup>	
				Count	%	Count	%	Mean	Mean		
g. Meet with an advisor, success coach, and/or career services staff member to explore your interests and plan your future	CWPmeetstaff  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	32	12	5,450	15	<b>26%</b>	23%	.06	
			Do not plan to do	12	5	2,984	8				
			Plan to do	141	56	20,520	54				
			Done or in progress	66	26	9,029	23				
			Total	251	100	37,983	100				
h. Get help with your résumé	CWPResume  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	21	9	4,356	11	<b>17%</b>	21%	-.11	
			Do not plan to do	13	6	3,388	9				
			Plan to do	171	68	22,185	59				
			Done or in progress	46	17	8,076	21				
			Total	251	100	38,005	100				
i. Participate in a mock or practice interview	CWPmock  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	74	29	8,032	21	<b>8%</b>	11%	-.11	
			Do not plan to do	32	14	5,299	14				
			Plan to do	127	50	20,550	54				
			Done or in progress	19	8	4,121	11				
			Total	252	100	38,002	100				
j. Participate in a career fair	CWPcareerfair  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	58	22	7,771	20	<b>15%</b>	17%	-.06	
			Do not plan to do	22	10	5,024	13				
			Plan to do	135	52	18,767	50				
			Done or in progress	37	15	6,442	17				
			Total	252	100	38,004	100				
k. Complete a paid internship	CWPpaid  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	44	18	7,285	19	<b>5%</b>	6%	-.01	
			Do not plan to do	17	7	2,646	7				
			Plan to do	178	70	25,918	69				
			Done or in progress	13	5	2,176	6				
			Total	252	100	38,025	100				
l. Network with alumni or professionals in a field related to your career interests	CWPalumni  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	66	25	8,268	22	<b>6%</b>	8%	-.09	
			Do not plan to do	16	7	3,024	8				
			Plan to do	157	62	23,475	62				
			Done or in progress	13	6	3,135	8				
			Total	252	100	37,902	100				
<b>6. If you are currently working for pay, to what extent is this work related to your career plans?</b>											
	CWPworkpay	0	Not at all	54	22	7,847	20	<b>1.6</b>	1.5	.08	
			1	Very little	22	8	4,175				11
			2	Some	34	14	4,507				12
			3	Quite a bit	26	10	2,708				7
			4	Very much	22	9	2,832				8
			—	Not working for pay	89	37	15,575				43
			Total	247	100	37,644	100				

**7. Is there anything this institution could do better to help students develop their career plans or gain work-related skills (such as coursework, resources, etc.)? Please describe.**

This final question asked students to respond in an open text box. Comments were recorded for 56 first-year student(s) and 81 senior(s). Responses are provided in your NSSE24 Student Comments Report and in a separate SPSS data file.

*These open-ended responses appear exactly as respondents entered them and may not be suitable for distribution without prior review.*



## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Montclair State		Career Prep		Montclair State	Career Prep	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
<b>1. To what extent do the following apply to you?</b>										
a. You have a clear idea of your career plans	CWPidea	0	Not at all	6	2	1,162	3	<b>3.0</b>	2.9	.05
		1	Very little	11	5	2,997	7			
		2	Some	54	23	9,812	23			
		3	Quite a bit	85	35	13,951	32			
		4	Very much	94	35	15,267	36			
		Total		250	100	43,189	100			
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	3	1	614	2	<b>3.1</b>	3.1	.06
		1	Very little	5	2	1,704	4			
		2	Some	47	20	8,633	20			
		3	Quite a bit	89	37	14,740	34			
		4	Very much	106	40	17,437	40			
		Total		250	100	43,128	100			
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	8	3	1,692	4	<b>2.9</b>	2.8	.09
		1	Very little	17	6	4,033	9			
		2	Some	62	27	10,520	24			
		3	Quite a bit	68	27	13,038	30			
		4	Very much	94	36	13,834	32			
		Total		249	100	43,117	100			
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	4	2	604	1	<b>3.1</b>	3.0	.04
		1	Very little	7	3	1,829	4			
		2	Some	44	18	8,453	20			
		3	Quite a bit	97	40	16,403	38			
		4	Very much	96	38	15,791	37			
		Total		248	100	43,080	100			
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	19	8	3,478	9	<b>2.7</b>	2.5	.12
		1	Very little	22	9	5,269	12			
		2	Some	59	23	10,353	24			
		3	Quite a bit	64	27	11,721	27			
		4	Very much	85	33	12,243	28			
		Total		249	100	43,064	100			
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	52	21	9,080	22	<b>2.2</b>	2.0 *	.14
		1	Very little	21	8	6,788	16			
		2	Some	59	25	9,713	22			
		3	Quite a bit	47	20	8,257	19			
		4	Very much	68	26	9,210	21			
		Total		247	100	43,048	100			
<b>2. To what extent have the following influenced your career plans?</b>										
a. Advice from family or friends	CWPfamily	0	Not at all	14	6	2,923	7	<b>2.7</b>	2.5 *	.15
		1	Very little	22	8	5,139	12			
		2	Some	72	29	12,108	28			
		3	Quite a bit	59	24	12,009	28			
		4	Very much	74	30	10,037	23			
		—	Not applicable	7	3	844	2			
Total		248	100	43,060	100					

\*p<.05, \*\*p<.01, \*\*\*p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Montclair State		Career Prep		Montclair State	Career Prep	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
b. Interactions with a faculty member	CWPinterfac	0	Not at all	24	10	5,525	13	<b>2.3</b>	2.1 **	.17
		1	Very little	30	12	6,856	16			
		2	Some	73	30	12,426	29			
		3	Quite a bit	61	26	9,836	22			
		4	Very much	45	17	6,767	15			
		—	Not applicable	16	6	1,617	4			
Total				249	100	43,027	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradv	0	Not at all	36	14	8,808	21	<b>2.1</b>	1.7 ***	.32
		1	Very little	35	14	8,877	21			
		2	Some	58	25	10,621	24			
		3	Quite a bit	49	20	6,794	16			
		4	Very much	44	17	4,941	11			
		—	Not applicable	25	11	2,973	7			
Total				247	100	43,014	100			
d. Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.)	CWPcocurr	0	Not at all	72	29	11,494	27	<b>1.5</b>	1.5	-.03
		1	Very little	30	13	7,008	16			
		2	Some	39	15	7,546	17			
		3	Quite a bit	24	10	5,045	12			
		4	Very much	23	10	4,059	10			
		—	Not applicable	60	23	7,844	19			
Total				248	100	42,996	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	34	14	6,751	17	<b>2.4</b>	2.3	.08
		1	Very little	21	9	3,627	8			
		2	Some	35	15	6,850	16			
		3	Quite a bit	44	19	8,247	19			
		4	Very much	62	24	9,949	23			
		—	Not applicable	51	20	7,511	18			
Total				247	100	42,935	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	17	7	4,327	11	<b>2.8</b>	2.5 **	.18
		1	Very little	13	5	4,092	10			
		2	Some	52	21	9,100	21			
		3	Quite a bit	67	28	10,275	23			
		4	Very much	81	32	12,266	29			
		—	Not applicable	18	7	2,911	7			
Total				248	100	42,971	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	56	24	10,537	25	<b>1.7</b>	1.6	.08
		1	Very little	32	12	7,915	18			
		2	Some	58	23	9,494	22			
		3	Quite a bit	30	12	5,206	12			
		4	Very much	28	11	3,771	9			
		—	Not applicable	44	17	6,020	14			
Total				248	100	42,943	100			

\*p<.05, \*\*p<.01, \*\*\*p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Montclair State		Career Prep		Montclair State	Career Prep	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
h. Expected job salary and availability	CWPjobsalary	0	Not at all	17	7	3,853	9	<b>2.5</b>	2.4	.03
		1	Very little	27	11	4,870	11			
		2	Some	67	27	11,809	27			
		3	Quite a bit	58	24	11,639	27			
		4	Very much	56	22	9,119	22			
		—	Not applicable	20	8	1,650	4			
Total				245	100	42,940	100			
i. Fit for your interests and abilities	CWPability	0	Not at all	4	1	899	2	<b>3.1</b>	3.1	-.06
		1	Very little	5	2	1,405	3			
		2	Some	52	23	6,885	16			
		3	Quite a bit	80	33	14,795	34			
		4	Very much	96	37	18,226	42			
		—	Not applicable	9	4	742	2			
Total				246	100	42,952	100			
j. Desire to impact or support my community	CWPimpact	0	Not at all	9	3	1,747	4	<b>2.9</b>	2.9	.05
		1	Very little	6	3	2,794	7			
		2	Some	56	25	9,166	22			
		3	Quite a bit	75	31	12,177	28			
		4	Very much	85	33	16,117	37			
		—	Not applicable	13	5	920	2			
Total				244	100	42,921	100			
k. Desire to make a difference in broader society	CWPsociety	0	Not at all	8	3	1,694	4	<b>3.0</b>	2.9	.06
		1	Very little	7	3	2,838	7			
		2	Some	54	24	8,892	21			
		3	Quite a bit	73	30	11,986	27			
		4	Very much	93	35	16,622	38			
		—	Not applicable	11	4	957	2			
Total				246	100	42,989	100			
<b>3. How much confidence do you have in your ability to do the following?</b>										
a. Overcome obstacles in finding and using career-related resources at your institution	CWPobstacle	0	Not at all	11	4	1,392	3	<b>2.8</b>	2.7	.08
		1	Very little	13	5	3,312	8			
		2	Some	62	26	11,902	27			
		3	Quite a bit	71	29	14,216	33			
		4	Very much	76	31	11,186	27			
		—	Not applicable	13	5	815	2			
Total				246	100	42,823	100			
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWPhabits	0	Not at all	4	2	429	1	<b>3.2</b>	3.2	.03
		1	Very little	5	2	1,251	3			
		2	Some	31	15	6,381	15			
		3	Quite a bit	77	32	14,762	34			
		4	Very much	122	48	19,630	46			
		—	Not applicable	6	2	330	1			
Total				245	100	42,783	100			

## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Montclair State		Career Prep		Montclair State	Career Prep	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
c. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	12	5	3,361	<b>2.5</b>	2.3 *	.17 △	
		1	Very little	33	13	6,747				
		2	Some	69	29	12,984				
		3	Quite a bit	48	20	10,078				
		4	Very much	65	26	8,488				
		—	Not applicable	17	6	1,101				
Total				244	100	42,759	100			
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	7	2	838	<b>3.0</b>	2.9	.07	
		1	Very little	12	5	2,482				
		2	Some	52	22	10,371				
		3	Quite a bit	76	32	15,202				
		4	Very much	89	35	13,369				
		—	Not applicable	10	4	477				
Total				246	100	42,739	100			
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	9	3	1,014	<b>2.9</b>	2.9	.04	
		1	Very little	13	5	2,826				
		2	Some	55	24	10,624				
		3	Quite a bit	69	29	14,539				
		4	Very much	86	35	13,013				
		—	Not applicable	11	4	705				
Total				243	100	42,721	100			
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	3	1	378	<b>3.4</b>	3.3	.06	
		1	Very little	1	0	969				
		2	Some	31	14	5,059				
		3	Quite a bit	63	27	13,562				
		4	Very much	139	55	22,341				
		—	Not applicable	8	3	404				
Total				245	100	42,713	100			
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	6	2	645	<b>3.1</b>	3.1	.07	
		1	Very little	6	3	1,688				
		2	Some	47	19	8,549				
		3	Quite a bit	72	30	15,188				
		4	Very much	104	43	16,114				
		—	Not applicable	8	3	548				
Total				243	100	42,732	100			
<b>4. In your courses at this institution, about how often have you done the following?</b>										
a. Analyzed a case, scenario, or simulation of a real-life situation	CWPanalyze	1	Never	16	6	1,590	<b>3.0</b>	3.1	-.06	
		2	Sometimes	45	19	8,883				
		3	Often	95	40	15,093				
		4	Very often	88	35	17,113				
		Total	244	100	42,679	100				
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	36	14	6,589	<b>2.8</b>	2.6	.12	
		2	Sometimes	55	24	13,093				
		3	Often	82	34	12,180				
		4	Very often	70	28	10,781				
		Total	243	100	42,643	100				

## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Montclair State		Career Prep		Montclair State	Career Prep	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	28	11	4,510	11	<b>2.9</b>	2.7 *	.15
		2	Sometimes	47	20	13,078	31			
		3	Often	93	39	13,417	31			
		4	Very often	75	30	11,589	27			
		Total		243	100	42,594	100			
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	64	26	13,132	32	<b>2.6</b>	2.3 ***	.22
		2	Sometimes	46	20	10,752	25			
		3	Often	59	25	8,889	20			
		4	Very often	74	30	9,826	22			
		Total		243	100	42,599	100			
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	22	9	3,782	10	<b>2.8</b>	2.8	.06
		2	Sometimes	58	25	12,368	29			
		3	Often	91	39	14,211	32			
		4	Very often	69	27	12,284	28			
		Total		240	100	42,645	100			
<b>5. Which of the following have you done or do you plan to do at this institution before you graduate (whether in person or online)?<sup>j</sup></b>										
a. Take a career exploration, planning, or development course	CWPcourse		Have not decided	38	16	5,302	13	<b>27%</b>	25%	.04
			Do not plan to do	81	34	18,784	44			
			Plan to do	57	23	7,517	18			
			Done or in progress	65	27	10,964	25			
			Total	241	100	42,567	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWPprofile		Have not decided	27	12	4,723	11	<b>37%</b>	31% *	.14
			Do not plan to do	55	24	14,599	34			
			Plan to do	65	27	9,695	23			
			Done or in progress	93	37	13,478	31			
			Total	240	100	42,495	100			
c. Attend a talk, panel discussion, or workshop about careers	CWPtalk		Have not decided	44	18	5,076	12	<b>34%</b>	32%	.03
			Do not plan to do	68	29	13,797	32			
			Plan to do	47	19	9,698	23			
			Done or in progress	81	34	13,948	32			
			Total	240	100	42,519	100			
d. Discuss your career interests with a faculty member	CWPfaculty		Have not decided	31	13	4,040	10	<b>44%</b>	45%	-.02
			Do not plan to do	46	20	8,410	21			
			Plan to do	57	24	10,154	24			
			Done or in progress	106	44	19,941	45			
			Total	240	100	42,545	100			
e. Interview or shadow someone in a career that you are considering	CWPinterview		Have not decided	44	20	5,379	13	<b>31%</b>	33%	-.05
			Do not plan to do	51	21	10,252	25			
			Plan to do	67	28	11,811	28			
			Done or in progress	79	31	15,100	33			
			Total	241	100	42,542	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWPmajor		Have not decided	50	21	5,667	14	<b>27%</b>	33%	-.12
			Do not plan to do	76	33	15,195	36			
			Plan to do	45	20	7,466	18			
			Done or in progress	69	27	14,136	33			
			Total	240	100	42,464	100			

\*p<.05, \*\*p<.01, \*\*\*p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Montclair State		Career Prep		Montclair State	Career Prep	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
g. Meet with an advisor, success coach, and/or career services staff member to explore your interests and plan your future	CWPmeetstaff  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	37	16	4,580	11	<b>38%</b>	36%	.03
			Do not plan to do	49	21	11,463	28			
			Plan to do	62	25	10,399	25			
			Done or in progress	94	38	16,036	36			
			Total	242	100	42,478	100			
h. Get help with your résumé	CWPResume  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	24	10	3,028	7	<b>54%</b>	46% *	.16
			Do not plan to do	34	15	8,053	19			
			Plan to do	48	21	11,553	28			
			Done or in progress	135	54	19,915	46			
			Total	241	100	42,549	100			
i. Participate in a mock or practice interview	CWPmock  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	47	19	5,256	13	<b>32%</b>	28%	.09
			Do not plan to do	63	26	13,920	33			
			Plan to do	56	23	11,181	27			
			Done or in progress	76	32	12,142	28			
			Total	242	100	42,499	100			
j. Participate in a career fair	CWPcareerfair  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	33	13	4,843	11	<b>37%</b>	34%	.05
			Do not plan to do	64	27	13,538	31			
			Plan to do	54	23	9,722	23			
			Done or in progress	91	37	14,387	34			
			Total	242	100	42,490	100			
k. Complete a paid internship	CWPpaid  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	48	20	5,876	14	<b>22%</b>	27%	-.11
			Do not plan to do	69	28	14,823	34			
			Plan to do	69	30	10,464	26			
			Done or in progress	56	22	11,377	27			
			Total	242	100	42,540	100			
l. Network with alumni or professionals in a field related to your career interests	CWPalumni  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	49	20	6,193	15	<b>28%</b>	28%	.01
			Do not plan to do	37	17	8,705	20			
			Plan to do	84	35	15,482	37			
			Done or in progress	68	28	12,011	28			
			Total	238	100	42,391	100			
<b>6. If you are currently working for pay, to what extent is this work related to your career plans?</b>										
	CWPworkpay	0	Not at all	38	16	6,553	16	<b>2.3</b>	2.2	.03
		1	Very little	25	10	4,285	10			
		2	Some	34	15	6,769	16			
		3	Quite a bit	40	17	5,610	13			
		4	Very much	58	23	9,714	23			
		—	Not working for pay	44	18	9,368	23			
			Total	239	100	42,299	100			

**7. Is there anything this institution could do better to help students develop their career plans or gain work-related skills (such as coursework, resources, etc.)? Please describe.**

This final question asked students to respond in an open text box. Comments were recorded for 56 first-year student(s) and 81 senior(s). Responses are provided in your NSSE24 Student Comments Report and in a separate SPSS data file.

*These open-ended responses appear exactly as respondents entered them and may not be suitable for distribution without prior review.*

### First-Year Students

Variable name	N	Mean		Standard error <sup>f</sup>		Standard deviation <sup>g</sup>		DF <sup>h</sup>	Sig. <sup>i</sup>	Effect size <sup>d</sup>
		Montclair State	Career Prep	Montclair State	Career Prep	Montclair State	Career Prep			
	Comparisons with: Career Prep									
CWPidea	262	2.78	2.72	.066	.009	1.06	1.05	14,698	.355	.06
CWPrelevant	262	2.98	2.94	.058	.008	.93	.93	14,663	.496	.04
CWPquestions	261	2.68	2.68	.064	.009	1.04	1.08	14,662	.948	.00
CWPdescribe	261	2.83	2.73	.057	.008	.93	.96	14,642	.125	.10
CWPfeedback	259	2.51	2.34	.074	.010	1.19	1.19	14,631	.023	.14
CWPmentor	260	1.89	1.84	.083	.011	1.35	1.36	14,626	.544	.04
CWPfamily	255	2.48	2.54	.071	.010	1.13	1.13	14,406	.382	-.06
CWPinterfac	241	1.88	1.81	.077	.010	1.20	1.22	13,769	.331	.06
CWPinteradvis	243	1.93	1.74	.080	.011	1.25	1.25	13,512	.019	.15
CWPocurr	215	1.35	1.55	.090	.012	1.32	1.31	12,435	.026	-.15
CWPintern	186	1.36	1.56	.098	.013	1.34	1.36	10,416	.049	-.15
CWPwork	220	1.90	1.88	.094	.013	1.40	1.38	12,200	.853	.01
CWPfairs	211	1.49	1.56	.085	.011	1.24	1.25	12,179	.436	-.05
CWPjobsalary	245	2.26	2.33	.079	.010	1.23	1.21	13,751	.334	-.06
CWPability	252	3.00	3.04	.062	.008	.99	.98	14,269	.527	-.04
CWPimpact	245	2.59	2.78	.077	.010	1.21	1.12	252	.019	-.16
CWPscociety	246	2.69	2.78	.076	.010	1.19	1.14	14,172	.239	-.08
CWPobstacle	253	2.54	2.66	.066	.008	1.04	.98	14,302	.059	-.12
CWP habits	253	2.72	2.91	.063	.008	1.01	.96	261	.003	-.20
CWPnetwork	249	2.07	2.16	.075	.010	1.19	1.16	14,047	.231	-.08
CWPcommunicate	247	2.43	2.58	.073	.009	1.15	1.04	253	.038	-.15
CWPtech	251	2.48	2.59	.070	.009	1.11	1.05	14,164	.104	-.10
CWPdiverse	251	3.05	3.18	.064	.008	1.02	.92	14,312	.032	-.14
CWPethics	250	2.63	2.83	.075	.008	1.19	1.00	256	.007	-.20
CWPanalyze	255	2.54	2.74	.059	.008	.94	.90	14,490	.000	-.23
CWPresearch	255	2.40	2.39	.066	.008	1.05	1.00	14,445	.923	.01
CWPpractice	255	2.47	2.44	.062	.008	1.00	.98	14,450	.653	.03
CWPobserve	254	2.10	2.02	.063	.009	1.00	1.05	14,440	.237	.07
CWPconnect	254	2.48	2.57	.061	.008	.97	.93	14,458	.128	-.10

\*p<.05, \*\*p<.01, \*\*\*p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

### First-Year Students

Variable name	N	Mean		Standard error <sup>f</sup>		Standard deviation <sup>g</sup>		DF <sup>h</sup>	Sig. <sup>i</sup>	Effect size <sup>d</sup>
		Montclair State	Career Prep	Montclair State	Career Prep	Montclair State	Career Prep			
CWPcourse <sup>k</sup>	262	10%	12%	.019	.003	--	--	--	-1.241	-.08
CWPprofile <sup>k</sup>	262	20%	19%	.025	.003	--	--	--	.473	.03
CWPtalk <sup>k</sup>	261	12%	16%	.020	.003	--	--	--	-2.293	-.14
CWPfaculty <sup>k</sup>	261	26%	25%	.028	.004	--	--	--	.314	.02
CWPinterview <sup>k</sup>	259	8%	12%	.017	.003	--	--	--	-2.615	-.15
CWPmajor <sup>k</sup>	260	12%	15%	.020	.003	--	--	--	-1.592	-.10
CWPmeetstaff <sup>k</sup>	255	26%	23%	.028	.004	--	--	--	1.018	.06
CWPpresume <sup>k</sup>	241	17%	21%	.024	.003	--	--	--	-1.769	-.11
CWPmock <sup>k</sup>	243	8%	11%	.017	.003	--	--	--	-1.877	-.11
CWPcareerfair <sup>k</sup>	215	15%	17%	.022	.003	--	--	--	-.922	-.06
CWPpaid <sup>k</sup>	186	5%	6%	.014	.002	--	--	--	-.207	-.01
CWPalumni <sup>k</sup>	220	6%	8%	.015	.002	--	--	--	-1.446	-.09
CWPworkpay	158	1.62	1.51	.116	.016	1.46	1.41	8,173	.296	.08



### Seniors

Variable name	N	Mean		Standard error <sup>f</sup>		Standard deviation <sup>g</sup>		DF <sup>h</sup>	Sig. <sup>i</sup>	Effect size <sup>d</sup>
		Montclair State	Career Prep	Montclair State	Career Prep	Montclair State	Career Prep			
		Comparisons with:								
CWPidea	248	2.96	2.91	.062	.008	.98	1.05	18,322	.464	.05
CWPrelevant	248	3.13	3.07	.055	.007	.86	.95	18,294	.324	.06
CWPquestions	246	2.87	2.76	.069	.008	1.08	1.12	18,289	.149	.09
CWPdescribe	245	3.08	3.04	.058	.007	.91	.93	18,269	.503	.04
CWPfeedback	246	2.69	2.53	.079	.009	1.24	1.25	18,261	.054	.12
CWPmentor	244	2.21	2.01	.094	.011	1.46	1.44	18,252	.027	.14
CWPfamily	238	2.66	2.49	.076	.009	1.17	1.19	17,857	.025	.15
CWPinterfac	231	2.31	2.09	.079	.010	1.20	1.26	17,497	.009	.17
CWPinteradvis	218	2.15	1.73	.089	.010	1.32	1.31	16,944	.000	.32
CWPoccurr	189	1.48	1.52	.104	.011	1.43	1.38	14,824	.720	-.03
CWPintern	194	2.39	2.27	.103	.012	1.44	1.47	14,899	.287	.08
CWPwork	227	2.78	2.54	.079	.010	1.20	1.33	234	.003	.18
CWPfairs	203	1.67	1.58	.097	.011	1.38	1.32	15,601	.287	.08
CWPjobsalary	222	2.48	2.44	.080	.009	1.19	1.22	17,446	.650	.03
CWPability	234	3.07	3.13	.059	.007	.90	.96	17,856	.367	-.06
CWPimpact	229	2.93	2.87	.067	.009	1.02	1.13	235	.403	.05
CWP society	232	2.96	2.90	.067	.009	1.02	1.13	239	.332	.06
CWPobstacle	229	2.82	2.73	.072	.008	1.09	1.06	17,764	.207	.08
CWP habits	237	3.24	3.21	.059	.007	.90	.89	17,964	.614	.03
CWPnetwork	225	2.53	2.32	.079	.009	1.18	1.21	17,604	.010	.17
CWPcommunicate	233	2.96	2.90	.066	.007	1.01	.99	17,877	.306	.07
CWPtech	230	2.91	2.86	.070	.008	1.06	1.02	17,773	.508	.04
CWPdiverse	234	3.39	3.34	.054	.006	.83	.85	17,902	.382	.06
CWPethics	233	3.12	3.06	.063	.007	.97	.95	17,841	.284	.07
CWPanalyze	241	3.04	3.10	.057	.007	.88	.87	18,078	.322	-.06
CWPresearch	240	2.76	2.63	.065	.008	1.01	1.03	18,057	.056	.12
CWPpractice	240	2.89	2.74	.062	.007	.96	.98	246	.017	.15
CWPobserve	240	2.59	2.34	.075	.009	1.17	1.14	18,038	.001	.22
CWPconnect	237	2.84	2.79	.060	.007	.92	.96	243	.378	.06

\*p<.05, \*\*p<.01, \*\*\*p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

### Seniors

Variable name	N	Mean		Standard error <sup>f</sup>		Standard deviation <sup>g</sup>		DF <sup>h</sup>	Sig. <sup>i</sup>	Effect size <sup>d</sup>
		Montclair State	Career Prep	Montclair State	Career Prep	Montclair State	Career Prep			
CWPcourse <sup>k</sup>	248	27%	25%	.029	.003	--	--	--	.648	.04
CWPprofile <sup>k</sup>	248	37%	31%	.032	.003	--	--	--	2.073	.14
CWPtalk <sup>k</sup>	246	34%	32%	.031	.004	--	--	--	.527	.03
CWPfaculty <sup>k</sup>	245	44%	45%	.032	.004	--	--	--	-.343	-.02
CWPinterview <sup>k</sup>	246	31%	33%	.030	.004	--	--	--	-.735	-.05
CWPmajor <sup>k</sup>	244	27%	33%	.029	.004	--	--	--	-1.909	-.12
CWPmeetstaff <sup>k</sup>	238	38%	36%	.031	.004	--	--	--	.500	.03
CWPpresume <sup>k</sup>	231	54%	46%	.032	.004	--	--	--	2.395	.16
CWPmock <sup>k</sup>	218	32%	28%	.030	.003	--	--	--	1.369	.09
CWPcareerfair <sup>k</sup>	189	37%	34%	.031	.004	--	--	--	.849	.05
CWPpaid <sup>k</sup>	194	22%	27%	.027	.003	--	--	--	-1.799	-.11
CWPalumni <sup>k</sup>	227	28%	28%	.029	.003	--	--	--	.142	.01
CWPworkpay	193	2.27	2.22	.107	.013	1.48	1.50	13,785	.697	.03

## Endnotes

- a. Column percentages are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Percentages may not sum to 100 due to rounding. Counts are unweighted; column percentages cannot be replicated from counts. Comparison group details are in the Selected Comparison Groups report, linked in the Data & Reports table on the Institution Interface.
- b. All statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Unless otherwise noted, statistical comparisons are two-tailed independent t-tests. Items with categorical response sets are left blank.
- c. These are the values used to calculate means. For the majority of items, these values match the codes in the data file and codebook.
- d. Effect size for independent t-tests uses Cohen's d; z-tests use Cohen's h.
- e. Statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Categorical items are not listed.
- f. The 95% confidence interval for the population mean is equal to the sample mean plus or minus 1.96 times the standard error of the mean.
- g. A measure of the amount individual scores deviate from the mean of all the scores in the distribution.
- h. Degrees of freedom used to compute the t-tests. Values differ from Ns due to weighting and whether equal variances were assumed.
- i. Statistical comparisons are two-tailed independent t-tests or z-tests. Statistical significance represents the probability that the difference between your students' mean and that of the students in the comparison group is due to chance.
- j. Statistical comparison uses z-test to compare the proportion who responded (depending on the item) "Done or in progress" or "Yes" with all who responded otherwise.
- k. Mean represents the proportion who responded (depending on the item) "Done or in progress" or "Yes."

### **Key to symbols:**

- ▲ **Your students' average** was significantly higher ( $p < .05$ ) with an effect size at least .3 in magnitude.
- △ **Your students' average** was significantly higher ( $p < .05$ ) with an effect size less than .3 in magnitude.
- ▽ **Your students' average** was significantly lower ( $p < .05$ ) with an effect size less than .3 in magnitude.
- ▼ **Your students' average** was significantly lower ( $p < .05$ ) with an effect size at least .3 in magnitude.

Note: It is important to interpret the direction of differences relative to item wording and your institutional context. You may not see all of these symbols in your report.